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2025-2027 POSTDOCTORAL FELLOWSHIP AT KCCAT

We are happy to announce an open position for a two-year placement as a Postdoctoral Fellow at KCCAT. This fellowship is designed to allow you to obtain the supervised hours necessary for doctoral-level psychology licensure in the states of Kansas and Missouri and focuses on supervised experience in providing specialty cognitive-behavioral treatments for obsessive-compulsive and related disorders, anxiety disorders and co-morbid conditions, as well as further professional development more broadly as fitting to the fellow's skills and interests. While the primary training goals of this fellowship are clinical, this fellowship can be tailored to suit fellows with interests in clinical work as well as research, teaching, supervision, service development, or other relevant professional goals.

FELLOWSHIP ASPIRATIONS

We aim for the KCCAT Fellowship experience to be one where an early career psychologist can feel fully supported in their personal and professional development with the end goal of being a competent and confident specialist in the area of anxiety, OCD, and related conditions. Fellows should emerge from their fellowship period feeling fully prepared for independent clinical practice in this specialty space and with a keen understanding and appreciation of the role of clinical science in providing excellent and evidence-based clinical services. We also aim to instill in fellows an appreciation of the importance of lifelong learning and scholarly inquiry.

CLINICAL POPULATION AND MODALITIES

As the only team-based specialty center in our area (and the only center of our kind in the state of Kansas), KCCAT serves a specific and important role in our community. We serve all ages and all levels of symptom severity. However, given our unique setting and the relatively limited resources for evidence-based care for these conditions in our area, we generally see a greater concentration of more moderate to severe symptom presentations than other providers in our area. Fellows can expect to gain significant experience with Obsessive Compulsive Disorder, Generalized Anxiety Disorder, Social Anxiety Disorder, Panic Disorder (with or without Agoraphobia), and comorbid Major Depression: some of the most common presentations at our center. Fellows will gain moderate experience with Selective Mutism, Post-Traumatic Stress Disorder, Separation Anxiety, Body-Focused Repetitive Behavior Disorders (BFRBs), tic disorders/Tourette's Syndrome, Hoarding Disorder, Body Dysmorphic Disorder, Specific Phobias, insomnia, Somatic Symptom and related disorders, and Avoidant-Restrictive Food Intake Disorder (ARFID) and other eating concerns.

Our clinical team operates from a **strongly** cognitive-behavioral framework, with an appreciation of the integration of modalities such as Acceptance and Commitment Therapy and Dialectical Behavioral Therapy. Fellows can expect to emerge from fellowship with a very

strong foundation in CBT, with a particular focus on providing Exposure with Response Prevention (ERP). Behavioral and exposure-based interventions are largely encouraged and favored in our setting whenever possible due to the available data indicating that these are, by and large, the most efficacious interventions available within CBT for the types of conditions we typically see at our center.

Additionally, fellows will gain exposure to several models for delivering evidence-based care, with a focus on tailoring treatment plans to each individual's needs and symptom presentation. This will include treatment protocols that include semi-intensive or intensive treatment schedules similar in intensity to those that someone in a formal IOP or PHP program might receive. This also will include treatment protocols that pull in family, educators, or other support system members to ensure appropriate between-session support and understanding of treatment goals. Our team generally employs a "let's make it work" approach to treatment planning and attempts to create plans that maximize effectiveness, which is generally more accessible in our setting as opposed to settings restricted by limits of managed care or other system-level restrictions on length, frequency, location, etc. of sessions.

FELLOWSHIP MODEL AND TRAINING PHILOSOPHY

KCCAT employs a developmental model of training for postdoctoral fellows. Assessment of knowledge and skills will occur at the start of the fellowship period to determine appropriate training goals for each fellow. It is of utmost importance to our team that a fellow's learning is prioritized above all else; this means that we do **not** believe in a "sink or swim" approach to clinical training. In this spirit, most fellows begin their fellowship shadowing a variety of KCCAT team members in order to acclimate to our environment, policies, procedures, and clinical approach. Fellows are then integrated into ongoing cases as co-therapists or secondary therapists, working closely with both their supervisor and the primary therapist on those cases. Fellows gradually move into providing more services independently, often starting with cases that fall within their clinical "comfort zone" and increasing the variety of cases seen as their knowledge and skill sets grow. Fellows will be challenged to work with individuals across the lifespan and gain exposure to presentations spanning all types of anxiety, obsessive-compulsive, and closely related conditions; however, fellows with a special interest in a particular age group will most definitely see a greater concentration of this population, on average. Year 1 of fellowship is often seen as a time to build on existing psychotherapy skills in general and build a solid foundation in evidence-based treatments required for specialty practice within the area of anxiety, OCD, and related disorders. Year 2 is clinically focused on building independence while also gaining experience with more challenging or less commonly encountered clinical presentations (e.g., extensive comorbidities, eating disorders, hoarding disorder, tic disorders, etc.). Year 2 is also a time for fellows with interests in other professional areas may develop these skills further through special projects.

Supervision similarly follows a developmental trajectory, with initial stages of supervision focused on assessing strengths and growth areas, setting training goals, and didactic education and guidance before fellows are expected to "take the lead" more and more in supervision meetings. Fellows' independently conducted sessions are video-recorded for supervision purposes; at the start of the fellowship, fellows can expect their supervisor to watch many

sessions and provide direct feedback, slowly phasing this out over time to the point that fellows are eventually bringing portions of sessions to their supervisor's attention for viewing as needed for discussion. As fellows progress from Year 1 to Year 2 and achieve independent clinical licensure, supervisors are no longer signing each clinical note, and supervision sessions more closely resemble peer consultation as the fellow focuses on higher-level clinical and professional skill development.

Fellows can expect to be treated as junior colleagues and active members of the KCCAT team. While fellows are with us with the primary goal to learn, we recognize that each fellow joins our team with their own rich background and areas of expertise that can benefit our team as a whole. Thus, fellows can expect to be treated with respect and collegiality and are expected to display the same towards their fellow KCCAT team members. In this vein, fellows are not only building on technical skills but are also honing their ability to act as effective members of a highly integrated team.

EVALUATION AND REMEDIATION

Fellows can expect evaluations every six months during the course of the two-year fellowship. These evaluations will include self-assessment, feedback from the fellow's supervisor as well as from the team at large, and a discussion of progression toward fellowship goals. Corrective feedback will be given as issues arise through weekly supervision, and all fellows can expect to receive feedback regularly from their supervisor regarding any concerns regarding professionalism, clinical skills, professional documentation, etc. If these issues are still present at the time of the next evaluation, this issue will be discussed in greater depth, and a remediation plan will be put into place. Remediation plans will clearly outline areas of concern, specific interventions to address these concerns, and benchmarks to evaluate progress toward remediation. All fellows are expected to require some degree of corrective feedback during their fellowship, as this is considered part of the learning process. We expect fellows to be forthcoming with discussing areas where they feel they are struggling or require greater support and to be forthcoming if they feel they have made a mistake in the course of patient care so that their supervisor can provide support and direction. Failure to remediate identified areas of concern in a satisfactory manner or evidence of engaging in unethical or otherwise unprofessional behavior is grounds for termination of the fellowship.

FELLOWSHIP TRAINING ACTIVITIES

Below is a description of core fellowship training activities as well as elective training activities. You will also find a breakdown of how weekly hours are spent by fellows.

WEEKLY INDIVIDUAL SUPERVISION

Fellows will receive, at minimum, one hour of individual supervision with a licensed psychologist each week. Should the fellow average twenty or more hours of direct patient care per week (which would be highly unusual until they are nearing the end of their fellowship), they will be provided with extra supervision in accordance with state licensure requirements. Fellows can also expect frequent "curbside" supervision with KCCAT staff members before

and after shared case sessions or in a more informal manner during downtime throughout the day.

WEEKLY TEAM MEETING

Our entire team meets each week for three hours to discuss KCCAT business, new patients, and ongoing cases. This is a time for team members to collaborate on patient care, provide and receive peer consultation, and contribute to planning efforts related to KCCAT services as a whole. Two to four times per year, all full-time staff (including fellows) will meet for a “Core Staff” meeting to engage in team building and more focused discussions surrounding center policy and programming.

DIDACTICS

Didactics occur on a monthly basis and are hour-long presentations and discussions on topics related to specialty practice in the area of anxiety, OCD, and related conditions. Didactics are conducted alongside our practicum trainees and progress from more general to specialized topics throughout the year. Moving into Year 2 of fellowship, fellows are encouraged to present a didactic topic.

GROUP SUPERVISION

Group supervision, like didactics, occurs once per month with practicum trainees. This is an opportunity for a smaller-group discussion of a single case presented by a trainee staff member. Trainees rotate presenting a case, including showing a recording of a session, in order to get feedback from peers.

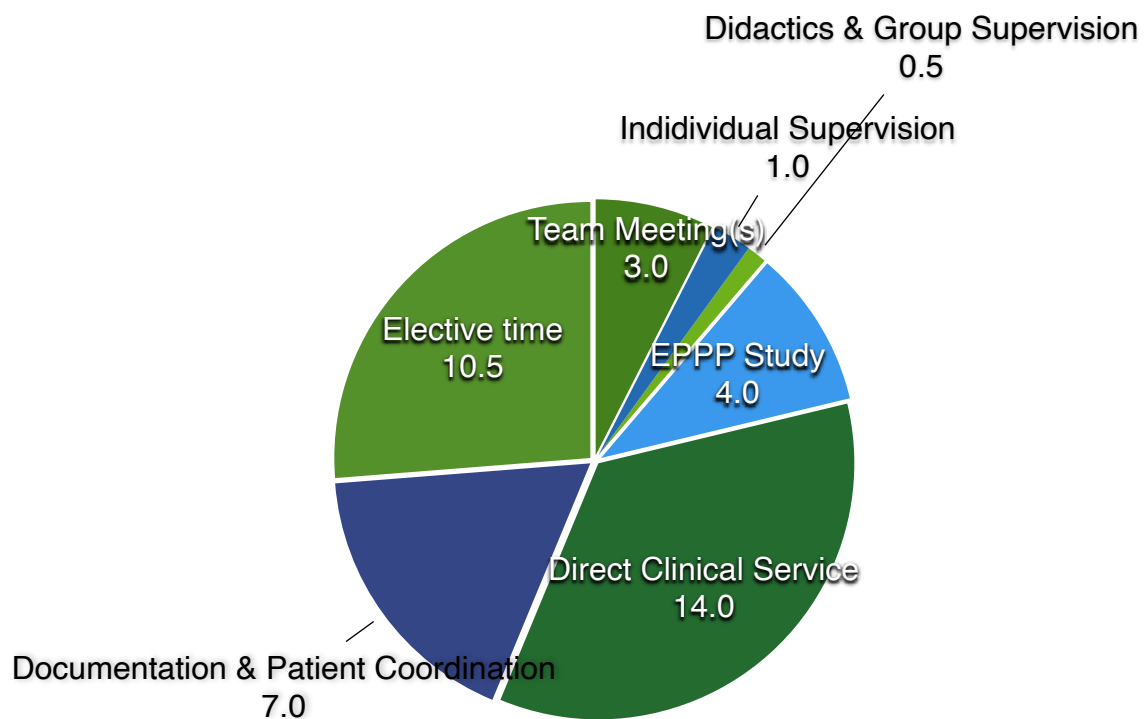
CLINICAL SERVICE PROVISION

18.75 therapy hours of patient contact per week (on average) fulfills requirements in both Kansas and Missouri to achieve licensure within the first 12 months of fellowship. Please note that 45 minutes = 1 therapy hour, so only 14 clock hours per week are required to meet this requirement. State requirements mandate a minimum of 10 hours of patient contact per week throughout the fellowship. Importantly, these numbers may include co-therapy and shadowing activities and are not limited to independent, billed therapy hours. Fellows will obtain clinical experience primarily through individual psychotherapy but will get exposure to this occurring at varying levels of intensity, from typical once-weekly 45-60 minute sessions up to participation in intensive protocols involving daily or twice daily extended sessions over the course of several weeks. Fellows will gain clinical experience in providing services in our office and via telehealth, as well as in conducting home visits and community/school sessions, as indicated. Fellows will also gain experience in providing services in group formats and running support groups.

PATIENT DOCUMENTATION, BETWEEN-SESSION COORDINATION, AND ADMINISTRATIVE TASKS

Fellows are expected to complete patient documentation in a timely fashion (ideally within 48 hours of the session, except for new patient evaluations) and engage in appropriate case

coordination, such as answering emails and phone calls with patients, parents, and other important providers or school personnel. On average, these things may average about 30 minutes per therapy hour (with some cases requiring minimal coordination and others requiring more). Fellows may assist with some of this for cases where they are engaged in shadowing and co-therapy.



EPPP STUDY TIME

A half day each week is reserved for EPPP study time for the first six months of fellowship or until the EPPP has been passed, whichever occurs sooner. KCCAT also provides access to study materials and practice tests during this time.

*ELECTIVE FELLOWSHIP ACTIVITIES**RESEARCH*

While we do not at present have any externally funded studies, research is highly encouraged within our setting. We are able to utilize the UMKC IRB to conduct clinical research within our center, and fellows will have access to a rich, longitudinal database of patient data to utilize for research purposes. Fellows are also welcome to propose their own research projects in collaboration with core KCCAT staff. KCCAT does have a history of obtaining federally funded research grants and working with colleagues across the country to collaborate on research projects exploring many different aspects of anxiety, OCD, and related conditions. Additionally, we have a strong track record of utilizing our clinic data to present data at conferences, publishing case studies, and contributing to smaller-scale studies aiming to further our understanding of these conditions.

SUPERVISION OF TRAINEES

KCCAT has a well-established practicum program, attracting graduate students from local training programs with APA-accredited doctoral or evidence-based Masters programs. Typically there are 2-3 students per year; while there is a designated Practicum Director, fellows are welcome to work with the Practicum Director to provide supervision (with supervision of supervision) of trainees as available and appropriate and/or contribute to didactic training.

PROGRAM/SERVICE DEVELOPMENT

The development of clinical programming congruent with evidence-based practice is highly encouraged. Development and provision of lower-cost, group-based services is currently a high priority for our team. Service development may also include creating webinars on relevant clinical topics or training workshops/series for other healthcare providers.

COMMUNITY OUTREACH

Our center is often sought out for training or talks for professionals, school districts, or other organizations, and fellows will have opportunities to participate in these offerings.

TEACHING

Occasionally, opportunities for teaching may be available at the undergraduate or graduate level through our academic partnership with the University of Missouri - Kansas City.

FELLOWSHIP REQUIREMENTS, COMPENSATION & BENEFITS

REQUIREMENTS

- PhD or PsyD in Clinical, Counseling, or School Psychology from an APA-accredited program
- Completion of an APA-accredited internship
- Satisfactory completion of all requirements of your academic program and your doctoral degree prior to the official start date (ideally on or before September 1, 2025). A copy of your official transcript and degree is required for confirmation.
- You must have a Kansas Temporary LP license in place by your start date (KCCAT leadership will work with you prior to your start date to help prepare your application).

COMPENSATION & BENEFITS*

- Salary for year one will be \$50,000 (gross) with at least a Kansas Temporary LP license in place. Salary shall be adjusted to \$57,000 for year two and assumes passing of the EPPP prior to year two and obtaining the full Kansas and Missouri LP licenses.
 - In year two, there may be the option to switch from a salaried to a productivity-based pay structure **if** 1) EPPP has been passed and full Kansas and Missouri LP licenses have been obtained, 2) remuneration based on billable hours at the postdoctoral-level fee schedule would exceed the salaried amount, *and* 3) the fellow is progressing as expected towards training goals.
- The company's health insurance plan is available to you at no cost and includes basic dental and vision. Our current policy* is a High Deductible Health Plan (HDHP), which is eligible for an accompanying Health Savings Account (HSA), of which you will be the owner and responsible for opening through a financial institution of your choice. If you elect coverage through our plan, the entire amount (100%) of your *employee premium* will be paid by KCCAT on your behalf; *family coverage* may be elected, with those additional premiums being covered 30% by KCCAT and 70% by you.
 - An initial company contribution of \$1,000 will be made to your HSA account during the first 12 months of employment. In Year 2, an additional contribution of \$500 will be made to this account.
- Weekly team and individual supervision will be provided.
- In year one, a half-day per week of protected EPPP Exam study time prior to passing. KCCAT has EPPP study materials for your use, and should you choose to use them, KCCAT is happy to reimburse the purchase of PsychPrep online practice tests (a \$500 value) to help with your test preparation. We will also reimburse you for EPPP registration fees (a \$687.50

* The benefits outlined in this document are those currently in place at the time of writing this document. While we do not anticipate significant changes, some benefits—including insurance—may be different than stated here. No policy or provision in this document (or accompanying materials) is an offer of employment, nor should this document be construed as creating a contract between KCCAT and any party.

value). Please note that it is expected that you are scheduled to take the EPPP within six months of starting employment as a postdoctoral fellow at KCCAT. Unless there are extenuating circumstances, reimbursement for test preparation materials or registration fees will not be available after this six-month period.

- A one-time reimbursement of up to \$1,000 in qualified moving expenses is provided, payable within ten days of the submitted final receipt(s). Qualified moving expenses are those outlined in IRS Publication 521, including the distance test, and are considered taxable income.
- Reimbursement of costs for applicable state professional licensing fees will be provided.
- Paid professional malpractice insurance is provided for you through KCCAT's company policy with The Trust/Trust Risk Management Services (\$1M/\$3M, at the higher protection level of occurrences coverage, plus an additional protection rider of \$25,000 for legal defense coverage).
- The company currently provides a life insurance benefit* for all benefits-eligible staff at no cost to you. Paperwork will be provided to establish beneficiary designations as part of initial new hire paperwork.
- \$1,500 educational allowance will be provided during your fellowship year towards attendance at the annual ADAA conference and—should remaining funds allow—your choice of one additional conference (e.g., ABCT, IOCDF). (Ongoing conference support is determined yearly, subject to funding availability.)
- A KCCAT phone and extension will be provided in your office. Employees also receive a monthly credit (currently \$25) for using their existing mobile phone plan and device.
- You will have 24-hour key-card access to—and use of—office space, equipment, amenities, and resources necessary for your professional activities.
- All basics of office space and supplies, furniture, computer equipment, and general clinic materials are provided. Additionally, we maintain a large resource library and regularly purchase therapy supplies such as books/manuals, games, behavioral rewards, and exposure materials upon staff request. Please check with the center's management team if there are any specific materials, additional ongoing supplies, or larger requests you might need.
- Within the expectation that you will share in the coordination and coverage of center activities and team staffing responsibilities (e.g., treatment and support groups, community outreach/presentations, etc.), you will otherwise maintain control over your hours and schedule to best suit your personal and professional needs and interests.

For further information about this position, please contact KCCAT Director Dr. Katie Kriegshauser at 913-956-6211 or DrK@kcanxiety.com.

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